WENDY
DuBOW

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APPOINTMENTS

Director of Strategies for Education Research & Evaluation, National Center for Women & Information Technology, University of Colorado - Boulder, 2023-present.

Senior Research Scientist & Director of Evaluation, National Center for Women & Information Technology, University of Colorado - Boulder, 2013-2023.

Research Scientist & Internal Evaluator, National Center for Women & Information Technology, University of Colorado - Boulder, 2009-2013.

Affiliate Faculty, Women and Gender Studies Department, University of Colorado - Boulder, 2013-present.

Research Associate, National Research Center, Inc., Boulder, CO, 2005-2009.

Research Associate, REFT Institute, Inc., Denver, CO, 2001-2005.

Freelance Grantwriter, various nonprofit organizations, Boulder, CO, 2000-2001.

Senior Manager, Communications & Training, Information Technology Services, University of Colorado - Boulder, 1995-2000.

Freelance Writer and Editor, 1993-2010.

PEER-REVIEWED PUBLICATIONS

Weston, T., **DuBow, W.** & Kaminsky, A. (August 2019). "Predicting Women's Persistence in Computer Science- and Technology- Related Majors from High School to College." *Transactions on Computing Education*. 20(24)1. https://doi.org/10.1145/3343195

DuBow, W. & Kaminsky, A. (May 2019). "How an Online Women in Technology Group Provides a Locus of Opposition." *Computers and Human Behavior*. Vol. 98. https://doi.org/10.1016/j.chb.2019.05.006

Weidler-Lewis, J., **DuBow, W.**, Kaminsky, A. & Weston, T. (January 28, 2019). "Supporting Women's Persistence in Computing and Technology: A Case for Compulsory Critical Coding?" *Information and Learning Science* (Special Issue: Learning to Code, Coding to Learn). https://doi.org/10.1108/ILS-08-2018-0083

DuBow, W., Hug, S., Serafini, B. & Litzler, E. (April 9, 2018) Expanding Our Understanding of Backbone Organizations in Collective Impact Initiatives. *Journal of Community Development*. https://doi.org/10.1080/15575330.2018.1458744

DuBow, W. & Litzler, E. (July 2018) The Development and Use of a Theory of Change to Align Programs and Evaluation in a Complex, National Initiative. *American Journal of Evaluation*. https://doi.org/10.1177/1098214018778132

DuBow, W., Kaminsky, A. & Wiedler-Lewis, J. (May/June 2017). Multiple Factors Converge to Influence Women's Persistence in Computing: A Qualitative Analysis. *Computing in Science and Engineering, 19*(3), 30-39. https://doi.org/10.1109/MCSE.2017.42

Sabin, M., Deloge, R., Smith, A. & **DuBow, W**. (2017). "Summer Learning Experience for Girls in Grades 7–9 Boosts Confidence and Interest in Computing Careers." *Journal of Computing Sciences in Colleges* 32 (6): 79–87.

DuBow, W. & Ashcraft, C. (2016) Male Allies: Motivations and Barriers for Participating in Diversity Initiatives in the Technology Workplace. *International Journal of Gender, Science, and Technology*, *8*(2), 160-80.

DuBow, W. & James-Hawkins, L. (2016). What Influences Female Interest and Persistence in Computing? Preliminary Findings from a Multi-year Study (expanded article based on RESPECT 2015 presentation). *IEEE Computer, 18*(2), 58-67. http://dx.doi.org/10.1109/mcse.2016.20

Huang, Y., Meyers, J., **DuBow, W**., Wu, Z. & Eisenberg, M. (2012). Book chapter, "Programming Plush Toys as an Introduction to Computer Science: The (Fraught) Question of Motivation." *Ubiquitous and Mobile Informal and Formal Learning in the Digital Age*. Sampson, D.G.; Isaias, P.; Ifenthaler, D.; Spector, J.M. (Eds.) New York: Springer. ISBN 978-1-4614-3328-6

Caldwell, E.M., Kobayashi Miller, M., **DuBow, W.M.** & Wytinck, S. (2009). Perceived access to fruits & vegetables associated with increased consumption. *Public Health Nutrition.*

DuBow, W., ed. (1994). *Conversations with Anaïs Nin*. Jackson: University Press of Mississippi.

EDITOR-REVIEWED OR INVITED PUBLICATIONS

DuBow, W. (December 2021). Technology Users vs. Technology Inventors and Why We Should Care. In *The Palgrave Handbook of Women and Science Since 1660*. Jones, C. (Eds.) London: Springer. ISBN: 978-3-030-78972-5

DuBow, W. & Pruitt, A.S. (2017). The Comprehensive Case for Investing More VC Money in Women-Led Startups. *Harvard Business Review*. https://hbr.org/2017/09/the-comprehensive-case-for-investing-more-vc-money-in-women-led-startups.

DuBow, W., Quinn, B.A., Townsend, G.C., Robinson, R. & Barr, V. (December 2016). "Efforts to Make Computer Science More Inclusive of Women." *ACM Inroads*. *7*(4), 74-80.

Bradberry, A. Sanders, L., Schnabel, R., **DuBow, W**., Barker, L., Whitney, T. (2014). Addressing the shortage of women in technology, NSF Research News. https://www.nsf.gov/discoveries/disc_summ.jsp?cntn_id=133580

DuBow, W. (October 2014) Attracting and Retaining Women in Computing. *Computer*. IEEE Computer Society.

DuBow, W. (2014) The NCWIT Scorecard: A Report on the Status of Women in Information Technology. *Computing Research News*. Computing Research Association. *(24)*5.

DuBow, W., Farmer, R. Wu, Z., & Fredrickson, M. (2013) Bringing Young Women into Computing through the NCWIT Aspirations in Computing Program. *Communications of the ACM*. Association for Computing Machinery.

DuBow, W. (March 2012) Diversity in Computing: Why it Matters and How Organizations Can Achieve it. *Computer*. IEEE Computer Society. *(46)* 24-29.

Qui, K., Buechley, L., Baafi, E., & **DuBow, W**. (2013). "A Curriculum for Teaching Computer Science through Computational Textiles," IDC '13 *Proceedings of the 12th International Conference on Interaction Design and Children*, 20-27.

Barker, L.J., & **DuBow, W.M**. (November 2011) Get girls into computing: Free, evidence-based materials from the National Center for Women & Information Technology. *Journal for Computing Teachers*. International Society for Technology in Education.

OTHER SELECTED PUBLICATIONS

DuBow, W. (annual, with updates). NCWIT Scorecard: A Compilation of the Best Statistics Available on the Status of Girls & Women in Tech. www.ncwit.org/scorecard

DuBow, W. (annual). NCWIT By the Numbers. www.ncwit.org/bythenumbers

DuBow, W. (March 19, 2020) Why Does Broadening Participation in Computing Matter, and What Can You Do to Help? NCWIT blog.

DuBow, W. (March 26, 2019) Fake News: 60 Minutes Doesn't Check Facts. NCWIT blog.

DuBow, W. & Ashcraft, C. (December 13, 2016) The Importance of Complexity in Attending to Intersectionality. NCWIT blog.

Ashcraft, C., **DuBow, W**. & Smith, R. (December 9, 2015). Inviting All Male Allies. Society for Human Resources Management. Society for Human Resources Management (SHRM) blog.

Ashcraft, C. & **DuBow, W**. (May 28, 2015) The Tricky (and Necessary) Business of Being a Male Advocate for Gender Equality. *Fast Company*.

DuBow, W. (2014). NCWIT Tips: 8 Ways to Increase Male Advocacy, published by *National Center for Women & Information Technology*

DuBow, W. & Ashcraft, C. (2014). NCWIT Tips: 8 Ways to Identify Male Advocacy, published by *National Center for Women & Information Technology*

DuBow, W. (2014). Top 10 Ways to Engage Underrepresented Students in Computing, published by *National Center for Women & Information Technology*

Ashcraft, C., **DuBow, W**., Wu, Z., Eger, E., Minnegerode, L., & Reynolds, R. (2013). Learning with Globaloria: Assessing Impact on Girls' Interest, Confidence and Future Plans in Computing. Boulder, CO: National Center for Women & Information Technology.

Ashcraft, C., **DuBow, W**., Eger, E., Blithe, S. & Sevier, B. (2013) Male Advocates and Allies: Promoting Gender Diversity in Technology Workplaces. Report published by *National Center for Women & Information Technology.*

DuBow, W. & Ashcraft, C. (2012). Top 10 Ways to Be a Male Advocate, published by *National Center for Women & Information Technology*

Wu, Z., Ashcraft, C., **DuBow, W**. & Reynolds, R. (2012). Assessing Girls' Interest and Confidence in Computing: Results for Globaloria West Virginia. Boulder, CO: National Center for Women & Information Technology. (retired)

DuBow, W. & Ashcraft, C. (2011-2014). Computing education and future jobs: A look at national, state & congressional district data. Boulder, CO: National Center for Women & Information Technology. (retired)

Caldwell, E. and **DuBow, W**. (2008) Colorado Healthy People 2010: Obesity Prevention Final Evaluation report. The Colorado Trust. http://www.coloradotrust.org/attachments/0000/2955/COT_HP2010_FINAL_v3reduced.pdf

DuBow, W. (2007) Youth Grants Cluster Outcomes Evaluation. John S. and James L. Knight Foundation.

Lodwick, D., and **DuBow, W**. (2005) The Faithful Safety Net: Faith Networks and the Communities They Serve. The Annie E. Casey Foundation. http://www.aecf.org/upload/publicationfiles/faithful%20safety%20net.pdf

PEER-REVIEWED PRESENTATIONS

DuBow, W., Arnold, D., Fasy, B.T., & Gutierrez Soto, M. (2023). Challenges and Successes in Writing BPC Plans for NSF Proposals: A Panel of Peers Discuss Their Approaches. *ACM Technical Symposium on Computer Science Education (SIGCSE) 2023.* Toronto, ON, Canada. *DOI:10.1145/3545947.3569598*

DuBow, W., Perez-Quinones, M., Arnold, D., & Nunez, A-M. (2022). Who's In and Who's Out: The Complexities of the Latinx Community. *ACM Richard Tapia Celebration of Diversity in Computing*. Sept 7–10, 2022, Washington D.C.

Taylor, V., Ladner, R., Anderson-Herzog, M. Gilbert, J., Fletcher, C., **DuBow, W**., Tirres, A., Payton, J., Robinson, R. (2021). Increasing Diversity in Computing: Sharing of Good Practices. *ACM Richard Tapia Celebration of Diversity in Computing*. Sept 14-19, 2021, virtual.

Lewis, C. McMullen, K. & **DuBow, W**. (2020) Leading Conversations about Microaggressions, Bias, and Other Difficult Topics. *ACM Technical Symposium on Computer Science Education (SIGCSE) 2020.* Virtual.

Quinn, B., **DuBow, W**. & Sul, D. (2019) Understanding Who Enrolls in Introductory Computing Courses at Community Colleges. *ACM Technical Symposium on Computer Science Education (SIGCSE) 2019. DOI:10.1145/3287324.3287402*

Camp, T., **DuBow, W**., Levitt, D., Sax, L. J., Taylor, V., & Lewis, C. M. (2019, February 28). The New NSF requirement for Broadening Participation in Computing (BPC) plans: Community Advice and Resources. *ACM Technical Symposium on Computer Science Education (SIGCSE) 2019*.

Kahlon, A., Boisvert, D., Lyon, L. Williamson, M. & **DuBow, W**. (2019) Four Models for Including Community Colleges in Broadening Participation: A Call to Action. *ACM Technical Symposium on Computer Science Education (SIGCSE) 2019.*

Sabin, M., **DuBow, W**., Smith, A. & Deloge, R. (2019) Changing Perceptions of Who Can Code: A Professional Development Program for Career and Technical Education Teachers. *CoNECD - The Collaborative Network for Engineering and Computing Diversity Conference, American Society for Engineering Education (ASEE).*

Lewis, C. McMullen, K., **DuBow, W**. & Ashcraft, C. (2019). Recognizing and Responding to Bias and Microaggressions. *ACM Richard Tapia Celebration of Diversity in Computing*. Sept 18-21, 2019, San Diego, CA.

Quinn, B.A., **DuBow, W.M**. & Huber Ward, J. (2018). Broadening Participation in Computing via Professional Development for Community College CS/IT Faculty. In *ACM Technical Symposium on Computer Science Education (SIGCSE) 2018*, Feb. 21–24, 2018, Baltimore, MD.

Weston, T. J., & **DuBow, W**., & Kaminsky, A. (2018, April), Women in Computing and Engineering: Differences between Persisters and Nonpersisters. *CoNECD - The Collaborative Network for Engineering and Computing Diversity Conference*, *American Society for Engineering Education (ASEE)*. https://peer.asee.org/29595

Sabin, M., **DuBow, W**., Smith, A. & Deloge, R. (2018) Creative Computing Challenge: A Teacher Professional Development to Enhance Non-Computing Career and Technical Education Curriculum

with Engaging Computational Practices for All Students. *Research on Equity and Sustained Participation in Engineering, Computing, and Technology 2018 (RESPECT 2018).* IEEE Special Technical Community on Broadening Participation.

Weidler-Lewis, J. & **DuBow, W**. (2017). Defining a Discipline or Shaping a Community: Constraints on Broadening Participation in Computing." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2017,* March 8–11, 2017, Seattle, WA. *DOI:* http://dx.doi.org/10.1145/3017680.3017776

DuBow, W., Vakalis, I., Hu, H. & Dillon, L. (2017). Panel. "Increasing Diversity in the Face of Enrollment Increases." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2017,* March 8–11, 2017, Seattle, WA.

DuBow, W., Litzler, E., Hug, S. & Serafini, B. (2016). Co-presenter. "Using Collective Impact to Understand the Role of Non-profit Backbone Organizations." *American Evaluation Association (AEA)*.

Sabin, M., **DuBow, W**. & Smith, A. (2015). "Computing Summer Camp to Pave the Way to Rigorous and Engaging Computer Science Education in Career and Technical Education Centers." In *Society for Information Technology & Teacher Education International Conference*, 1725–1731. Las Vegas, Nevada: Association for the Advancement of Computing in Education (AACE).

DuBow, W., Bizot, E., Engleman, S., & Ravitz, J. (2015). Panelist. "Three Approaches to Measuring STEM Education Innovations: Moving Toward Standardization and Large Data Sets." *American Evaluation Association (AEA)*.

DuBow, W. & Goodyear, L. (2015). Think Tank Co-facilitator. "The Challenge of Measuring Cultural Shifts Over Time." *American Evaluation Association (AEA)*.

DuBow, W. & Thiry, H. (2015). Think Tank Co-facilitator. "Improving the Quality and Effectiveness of Computer Science Education Evaluation Through Sharing Survey Instruments." *American Evaluation Association (AEA)*.

DuBow, W. & James-Hawkins, L. (2015). What Influences Female Interest and Persistence in Computing? Preliminary Findings from a Multi-year Study. *Research on Equity and Sustained Participation in Engineering, Computing, and Technology 2015 (RESPECT 2015).* IEEE Special Technical Community on Broadening Participation.

DuBow, W. (2014). Presenter. Strategically Recruiting Women into Your Undergraduate Computing Major. *Rocky Mountain Region Consortium for Computing Sciences in Colleges.*

DuBow, W. & Ross, J. (2014). Co-presenter. Are You Unconsciously Biased? *Denver Startup Week.*

Ashcraft, C., **DuBow, W**., & Wu, Z. (2014). Poster. But How Do We Measure Success? A New Instrument for Evaluating Girls' Progress in Middle and High School Computing Programs. *ACM Technical Symposium on Computer Science Education (SIGCSE), 2014,* March 5-8, 2014, Atlanta, GA.

Ashcraft, C., **DuBow, W**. & Wu, Z. (2014) Co-author. Assessing Girls' Interest, Confidence, and Participation in Computing: Lessons from a National Socially Relevant Game Design Program. *American Education Research Association (AERA)*.

Qui, K., Buechley, L., Baafi, E., **DuBow, W**. (2013). "A Curriculum for Teaching Computer Science Through Computational Textiles," IDC '13 Proceedings of the 12th International Conference on Interaction Design and Children, p. 20-27.

DuBow, W.M., Vakalis, I., Perez-Quinones, M.A., Black, J.T. (2013). Panel. "Growing Female Undergraduate Enrollments in Computer Science: Some Successful Approaches." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2013,* March 6-9, 2013, Denver, CO.

DuBow, W.M., Ashcraft, C.A., Tolopka, S., & Younkers, M. (2012). Panel. "Six Reasons Male Influencers Advocate for Technical Women." *The Grace Hopper Celebration of Women in Computing*.

DuBow, W.M., Litzler, E., Biggers, M., & Erlinger, M. (2012). Panel. "Implementing evidence-based practices makes a difference in female undergraduate enrollments." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2012*, Feb.29-Mar 3, 2012, Raleigh, NC.

DuBow, W.M. (2011). Paper. "Pushing Toward Gender Parity in Computing in the U.S." *International Conference of Education, Research and Innovation (ICERI)*.

Huang, Y., Meyers, J., **DuBow, W.**, Wu, Z. & Eisenberg, M. (2011). Paper, "Programming Plush Toys as an Introduction to Computer Science: The (Fraught) Question of Motivation." *IADIS International Conference on Cognition and Exploratory Learning in Digital Age (CELDA)*.

Ashcraft, C., **DuBow, W.**, & Thompson, L. (2010). Presenter. "Supervisors, Stereotype Threat & Supportive Men: Three Key Ingredients for Gender Reform in Computing Organizations." *The Grace Hopper Celebration of Women in Computing*.

DuBow, W.M. (2009). Poster. "By the Numbers: The Status of Women and Information Technology." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2009,* March 4-7, 2009. Chattanooga, TN.

DuBow, W.M. (2009). Roundtable. "How Can We Use Social Media for Program Evaluation?" *American Evaluation Association (AEA)*.

DuBow, W.M. & Diggs, G. (2008). Debate. "How Do We Make Choices in Evaluation with Diverse Populations When Costs and Time are Limited?" *American Evaluation Association (AEA)*.

SELECT INVITED PRESENTATIONS

Sanders, L. & **DuBow, W.** (2020). Guest Lecturer. Is Software Biased? *University of Colorado Graduate Course in School of Engineering.*

DuBow, W. (2015). Presenter. Collaborate with NCWIT. *National Science Foundation CE 21 Principal Investigator Meeting*.

DuBow, W. (2014). Presenter. Really, Why are There Fewer Women in Tech? Mythbusting and Shifting the Status Quo. *ATLAS (Alliance for Technology, Learning and Society) Institute Speaker Series*.

DuBow, W. & Alongi, I. (2014). Co-presenter. Deconstructing Women in Tech & Male Advocates Matter. *Denver Startup Week*.

Ashcraft, C. & **DuBow, W.** (2014). Presenter. Unconscious Biases: Addressing Stealth Barriers to Innovation & Success. *Boulder Tech Jobs Fair*.

DuBow, W. (2014). Plenary Panel. "Male Advocates Matter: Research Findings & What You Can Do." The Best Advice You'll Ever Get and Be Able to Give. *Women in Engineering and Technology Global Marathon*.

DuBow, W.M., Bodell, C., Hughes, A., Kokini, K., Holloway, B. (2013). Plenary Panel. "Engaging Men: Partnering to Increase Organizational Diversity." *WEPAN Conference*.

DuBow, W.M. (2013). Plenary. "Advocates & Allies: Why & How Men Support Gender Diversity in the Technology Workplace." *Amazon First Annual Women in Engineering Conference*.

DuBow, W. (2012, 2013). Speaker. NCWIT Aspirations Award ceremonies. Denver, Colorado; Irvine, California.

DuBow, W. (2012). Presenter. "The Stats on Females in Computing & What You Can Do to Change Them." Tapestry Workshop: Attracting and engaging diverse high school students to computing. Lincoln, Nebraska.

DuBow, W.M. (2009). Plenary. "Evaluation for Non-Profits: What You Need to Know." *Motorola Foundation Conference for Grantees.*

DuBow, W.M. (2009). Plenary. "Evaluation 101." *Broadening Participation in Computing K-12 Practices Workshop hosted by the National Science Foundation.*

POSTERS, BIRDS OF A FEATHER SESSIONS

DuBow, W. & Williamson, M. Birds of Feather, Online Professional Development for Faculty on Recruiting/Retaining Female Students, *NCWIT Summit 2018*.

Kahlon, A., Calhoun, C., Denner, J., **DuBow, W**., Lyon, L.A., Boisvert, D. & Williamson, M. Birds of a Feather, The Authentic Inclusion and Role of Community Colleges in National Efforts to Broaden Participation in Computing, *SIGCSE 2018*.

Sabine, M., **DuBow, W**., Smith, A., & Deloge, R. Poster. Teacher Professional Learning to Enhance Non-Computing Career and Technical Education Curricula with Engaging Computational Practices for all Students, *SIGCSE 2018*.

Sabin, M., **DuBow, W**., Smith, A., & Deloge, R. Poster. Creative Computing Challenge: A Teacher Professional Development to Enhance Non-Computing Career and Technical Education Curriculum with Engaging Computational Practices for All Students. *Conference for Research on Equity and Sustained Participation in Engineering, Computing, and Technology. RESPECT'18*. Baltimore, MD.

PROFESSIONAL SERVICE

➢ Education Advisory Council, Code.org. CS AP Course Development, Emily McLeod (Leader) (2021-present).

➢ Advisory Board, Social and Interactive Learning at Community Colleges: Investigating Data-driven Feedback for Improving Student Outcomes with Project-Based Learning (SAIL-CC), NSF IUSE project. Majd Sakr (PI), Bogart, (co-PI) (2021-present).

➢ Advisory Board, J-ROTC CS Impact, NSF DGE National Initiative for Cybersecurity Initiative. Leigh Ann Delyser (PI), Monica McGill (PI), Stephanie Wortel-London (PI) (2021-present).

➢ Advisory Board, Piecing Together the Next 15 Years of Computing Education Research. Adrienne Decker (PI) & Mark Weiss (PI) (2020-present).

➢ Steering Committee & Consultant, BPCnet. Collaboration with Computing Research Association, Burcin Tamer (PI), Mary Hall (PI), Lucy Sanders (PI), Wendy DuBow (co-PI) (2020-present).

➢ Advisory Board, CS Middle School Teacher Practice Briefs. Google CS-ER project, Monica McGill (PI) (2021).

➢ Advisory Board, Establishing and Propagating a Model for Evaluating the Long Term Impact of Pre-College Computing Activities. NSF IUSE project. Adrienne Decker (PI) & Monica McGill (co-PI) (2017-2020).

➢ External Evaluation Committee, Collaborative Research: Creating Academic Pathways in STEM (CAPS): A Model Ecosystem for Supporting Two-Year Transfer), NSF INCLUDES project. Sean Shaheen (PI), Anne-Barrie Hunter (co-PI), Sarah Miller (former PI), Noah Finkelstein (former Co-PI) (2017-2021).

- Evaluation Advisor, Application Reviewer, Computer Science Outreach Program Evaluation Network (CS OPEN), National Girls Collaborative Project. Karen Peterson (PI) (2015-2016).

- Advisory Board, Toward Using Virtual Identities in Computer Science Learning for Broadening Participation. NSF STEM+C project. D. Fox Harrell (PI) (2015-2018).

- Advisory Board, GSE/DIF: Role Models Matter: Scaling Up Outreach, Techbridge Girls. Jennifer Wei (PI), Megan Davis (Co-PI), Linda Kekelis (former PI), Jen Joyce (former Co-PI), (2011-2015).

- Proposal Reviewer, National Science Foundation CISE (multiple years)

- Thought Contributor, National Science Foundation Broadening Participation in Computing Plan Requirement Pilot and White Paper (2017-2019)

- Submission Reviewer, *SIGCSE, IEEE RESPECT, CONECD, TAPIA* conferences (ongoing)

- Submission Reviewer, *American Evaluation Association* conference (ongoing), TIGS served: Qualitative, Internal Evaluation, Evaluation Use, Multi-ethnic Issues, Research on Evaluation

- Submission Reviewer, multiple journals related to gender and technology (ongoing), including: *PRIMUS, ACM Inroads, ACM Transactions on Computing Education (TOCE), CISE Special Issue, Communications of the ACM, Equality, Diversity and Inclusion: An international journal, Frontiers: A Journal of Women Studies, International Journal of Gender, Science and Technology, IEEE RESPECT, Journal of Career Development, Journal of Men's Studies, PLOS One*

- Chair, Discussant, American Evaluation Association (semi-annual since 2008)

- Dissertation Committee, Alison-Scott Pruitt, University of Colorado Sociology (2017-2019)

- External Evaluator, "Ecosystem computing challenge: Partnership model to build access to relevant computing education for underrepresented high school students." NSF IIA, PI: Mihaela Sabin (2013-2019)

- Steering Committee, The Authentic Inclusion of Community Colleges in Broadening Participation in Computing, Meeting funded by NSF, hosted by Google (January 2018)

- Advisory Board, "Toward Using Virtual Identities in Computer Science Learning for Broadening Participation." NSF STEM+C project, PI: D. Fox Harrell (2015-2017)

- Dissertation Committee, The Influence of Academic Aptitude, Social Constructs, and Self-Theories on Post-Secondary Degree Choice of Colorado Students, Jennifer Jirous, University of Colorado, Colorado Springs (2015).

- Co-developed survey instrument to measure 5 constructs in middle and high school students: self-efficacy, outcome expectations, social supports or barriers, interest, and intent to persist in computing (2013).

- Liaison, Community College subcommittee, NCWIT Academic Alliance (2013-2018).

- State Leader, Data Subcommittee, Equity in STEM Initiative (2013-2017).

- Chair, Membership Committee, Colorado Evaluators Network (2013).

- Co-founder, American Evaluation Association Internal Evaluation TIG (2010).

- Volunteer Program Evaluator, Intercambio de Comunidades (2008-2010, 2013).

- Volunteer Program Evaluator, Boulder Shelter for the Homeless (2000).

SYNERGISTIC ACTIVITIES

- Participant, Brainstorming meeting, From Common Measures to Measures in Common, Afterschool STEM Hub, December 11-13, 2019).

- Co-founder and Participant, CS Impact Network, volunteer group of professional CS evaluators working to improve the evaluation of computing-related interventions, (2016-present).

- External Evaluator, multiple NSF- funded projects (ITEST, BPC, GSE, ATE), 2010-present.

- Presenter, May Summit Conference, National Center for Women & Information Technology, (semi-annual).

- Participant, Sharing and Brainstorming meeting, Diversity and Inclusion Measures in The Tech Industry, Hosted by Microsoft, 2016.

- Breakout Facilitator, Black Girls and Women in Tech Roundtable, co-hosted by Google and NCWIT, August 2016. (Report: https://www.ncwit.org/resources/black-women-and-girls-computing-roundtable-executive-brief)

- Participant, Brainstorming meeting, Setting Research Agenda for People of Color, National Science Foundation, June 2015.

- Participant, Brainstorming workshop, Transforming Undergraduate Education in Engineering (TUEE), June 2015. (Report: https://www.asee.org/documents/publications/reports/2017TUEEPhase3.pdf)

- Trainer: Evaluation & Data Gathering, Schaumburg, IL; Crystal City, VA; Denver, CO; Sacramento, CA; Boulder, CO, 2003-2009.

- Co-chair: Institutional Review Board (IRB), National Research Center, Inc., Boulder, CO, 2005-2008.

PAST AND CURRENT FUNDING

- National Science Foundation CISE CNS RAPID (**co-PI**). Brown, Quincy. (AnitaB.org PI), Payton, Jamie. (STARS PI), Quinn, Beth. (NCWIT PI). Collaborative Research: RAPID: Investigating Impacts of and Response to COVID-19 in the Technology Innovation Enterprise (7/1/20-6/30/22). $67,862.

- National Science Foundation CISE EAGER (**co-PI**). Sanders, Lucy (PI). Towards the Establishment of a Reciprocal Knowledge Exchange Community for Extending BPC Capacity and Impact (BPCNet) (1/2018-7/2022). $299,022.

- National Science Foundation CISE CNS (**co-PI**). Sanders, Lucy (PI). NCWIT Participation in BPCNet (Broadening Participation in Computing Network). (8/15/2018-8/14/22). $299,546.

- National Science Foundation CISE CNS, Special Projects (**senior personnel**). Sanders, Lucy (PI). National Center for Women and Information Technology (2009-present).

- National Science Foundation EHR, Improving Undergraduate STEM Education (IUSE): Education and Human Resources (**PI**), EngageIT: Building Capacity in Community Colleges to Recruit and Retain Underrepresented Students in Computing (08/01/2015-07/31/2019) $605,196.

- National Science Foundation CISE, STEM-CP (Science, Technology, Engineering and Mathematics, including Computing) Partnerships (**PI**), Learning from Young Women Who Participate in

Computing: Longitudinal Research on NCWIT's Aspirations in Computing Program (09/01/2014-8/31/2019) $599,994.

➢ National Science Foundation, EPSCOR (**External evaluator**), Sabin, Mihaela (PI), Gardner, Kevin (co-PI), and Froburg, Erik (co-PI), Ecosystem Computing Challenge: Partnership Model to Build Access to Relevant Computing Education for Underrepresented High School Students. (10/01/13-9/30/18) $750,000.

➢ NCWIT Workforce Alliance, (**Co-PI**), Male Allies and Advocates for Gender Diversity in the Technical Workplace, (2010-2017), amount undisclosed.

➢ National Science Foundation, CISE CNS (**co-PI**), Eisenberg, M. (PI). Collaborative Research: A Cultural Shift in Computer Science: Introducing Computation through E-Textiles (02/01/2010-01/31/2015) $397,748.

➢ National Science Foundation, EHR DUE Advanced Technological Education (**PI**). Recruitment and Retention for Community Colleges (R2C2) Program (9/01/2010 - 8/30/2015) $210,922.

➢ National Science Foundation, CISE CNS CE-21 (**PI**), Rader, Cindy (Mines PI), Camp, Tracy (Mines co-PI). Collaborative Research: ITEST Strategies: CS Unplugged: Encourage Computing without Computers (10/01/2012 - 09/30/2017) $49,189.

➢ The Colorado Trust (**co-PI**) Healthy People 2010 Initiative (2006-2009). Undisclosed amount.

➢ The Colorado Trust (**senior personnel**) Serving Immigrants and Refugees (2005). Undisclosed amount.

➢ John S. and James L. Knight Foundation (**co-PI**) Knight Foundation Youth Grants Cluster (2007-2009) $65,000.

➢ The Annie E. Casey Foundation (**co-PI**) The Faithful Safety Net and the People They Serve (2004-2006) $45,000.

PROFESSIONAL PREPARATION

Ph.D., English & American Literature. University of North Carolina - Chapel Hill, 1993

Social Science Graduate Coursework:

Research Methods, Program Evaluation, Introduction to Statistics. University of Colorado - Denver 2000, 2001, 2005

Intermediate Statistics, Applied Statistics. University of Colorado - Boulder, 2005

Professional development research-related trainings:

UndocuAlly Training. University of Colorado at Boulder Center for Inclusion and Social Change. Virtual, 2022.

Groundwater Approach. Diversity Equity Institute. Virtual, 2020

Peer-led Training in Anti-Racism, Virtual, 2020

Framework for Equity in Quantitative Data Analysis. Virtual, 2020

Effect Size workshop. American Evaluation Association, 2007

Conducting Focus Groups. Colorado State University - Fort Collins, 1998

M.A., English Literature. Mills College, Oakland, CA, 1987

B.A., Major: English Literature; Minor: Psychology. University of California - Santa Barbara, 1985

MEDIA EXPERIENCE

Has appeared on news network syndicated across the country (Ivanhoe) and has been featured or quoted in a wide variety of local and national news and information outlets (e.g., Fast Company, Quora, Christian Science Monitor, Harvard Business Review, Boulder Daily Camera, CU Research News, Steamboat Pilot, San Francisco Magazine, Chronicle of Higher Education).